

Alan Campbell  
Managing Director  
SONI Ltd  
Castlereagh House  
12 Manse Road  
Belfast  
BT6 9RT

Ref: NET/E/EC/1486

17 June 2026

Dear Alan,

**Re: Utility Regulator (UR) decision on the Evaluative Performance Framework (EPF) 2024/25**

We recently advised SONI of our “minded to position”, which was to accept the EPF Panel’s assessment and recommended grading of SONI’s performance for EPF 2024/25. Our minded to position came after an internal review and consideration of the panel’s report and the evidence available to us.

Thank you for your confirmation correspondence, from Helen Gallagher to Ciara Brennan, noting SONI’s acceptance of the score.

After consideration of the evidence, we wish to confirm that we accept each of the Assessment Grades recommended by the Panel for SONI and consequently the resulting overall grade of **3.53** for SONI’s Annual Performance Review (APR) phase. We are delighted to see further improvements this year.

We would like to acknowledge the other work which SONI has undertaken over the last year and recognise that this specific work falls outside the parameters of what the EPF Panel can consider in their assessment.

**Evaluative Performance Framework (EPF) financial incentive 2024/2025**

We previously agreed with the Panel’s recommended grade of **3.78** and subsequent financial incentive of **£312k** for the Forward Work Plan (FWP) phase.

The combined effect of the FWP and APR grades is an overall grade of **3.65** and the corresponding overall incentive amount equates to **£520k**.<sup>1</sup> The assessment grades and calculation of this incentive amount, as previously provided to you, is contained within appendix 1 of this letter.

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<sup>1</sup> Nominal Year = April 2025 prices

## Next Steps

The Panel's Recommendation report will be published, along with this letter, on our website. I would like to express my sincere thanks for your on-going work on the EPF process including your engagement with stakeholders and the EPF Panel.

Yours sincerely,



**Elaine Cassidy**  
**Price Controls Director**

**Cc** – Dr Scott King, Robert Longdon, Tom Doran – EPF Panel

## Appendix 1

### Overall Incentive Amount

#### Stage 1: determination of final grade by role

System operation and adequacy  
 Independent expert  
 System planning  
 Commercial interface

Weights	Forward plan	Performance
27.5%	4	4
25.0%	4	4
25.0%	4	3
22.5%	3	3

#### Stage 2: Calculation of the overall grade

Weighted-average grade for forward plan 3.78  
 Weighted-average grade for performance 3.53  
**Overall grade 3.65**

#### Stage 3: calculation of overall incentive amount before caps

Overall incentive amount: £ **£520,000**  
 FWP incentive amount